



Ackmeological analysis of the individual professional success of medium-level managers of the energy sector **Shapovalova V.A., Krichenko E.V.**

The article is dedicated to psychological and ackmeological studies of the medium-level managers of Novocherkasskii state district power station (NSDPS). They analyze theoretical views about professional success. There are some results of the empirical research, where they show general professionally important qualities, providing success in the activity of the management personnel.

Key words: professional success, medium-level manager, concept of professional growth, activity, professionally important qualities.

Today the practice of the management and stimulation of the personnel labor activity mainly bases on the size of the individual of e worker's contribution in the success of the whole organization. It suggests finding of the new objective indices of the professional success. However the possibility of its forecast, as well as the vocational selection, расстановки кадров, personnel reserve doesn't already depend on the knowledge of the individual rating according to some indices, but on personal factors, important for problem solving in the professional activity.

The energy sector is one of the most important for the development of the state economy. The state district power station (SDPC) supplies energy to many buildings, including objects of military facilities. The operating personnel of SDPC, everyday working over difficult, strategic location is responsible for energy supply at the large territory. In this situation the efficient management SDPC in all the directions: from qualitative management of the production process up to personal selection and building personnel reserve, is an acute need.

As the analysis of the scientific literature showed, the theoretical basis of the concept of the professional .

The theoretical analysis of the scientific literature showed the basis of the professional becoming of the personality if the fundamental representation about dynamic character of the mentality, about the necessity of studying mental life of the personality in the form of the permanent process of the interaction with the environment, created by S.L. Rubinstein and received the development in the works of K.A. Aboulkhanova- Slavskaya, L.I. Antsiferova, B.F. Lomov, V.D. Tshadrikova.

The success of the activity is represented as the characteristic of the activity, including the labor productivity, the quality of the products, the time spent on doing this work, the accuracy of the actions and etc. The success of the professional activity is demonstrated, first of all, by achieving the target and overcoming conditions which block the goal achievement. So, from the point of view of the one goal the same action can be successful, from the point of view of another goal– the action can be characterized as neutral (indifferent). From the psychological point of view success is the



state of the joy, satisfaction from the fact the result the person longs to in his activity, corresponds with his hopes, expectations (or, strictly speaking, with the level of his claims), or it exceeded them. At the basis of this state the stable feelings of satisfaction are formed, and then the new strong motives of the activity appear, the levels of the self-assessment, and self-respect are changing.

The notion efficiency is used for the assessment of the success of the professional activity. A.K. Markova believes that we should classify the quality and reliability as the criteria of the efficiency among others objective indices [5]. V.D. Tsahdrikov, realizing functional approach to the activity, proposes formula of the normative ways of social activity, corresponding to the characteristics of the activity as the labour, parameters of which are productivity, quality and reliability[7]. Used by M.A. Dmitrieva for the assessment of the professional activity notion of «professional success» is very close to the above mentioned notion of «Efficiency». The success of this activity includes the productivity, labour output n , quality of the production, reliability of the actions. Having the possibility of the qualitative assessment and high grade of the reliability, the level of problem complexity can serve as the success index. Together with the mentioned success indices, as the researcher underlines, «it is necessary to take into consideration neuropsychic consumptions, necessary to achieve the goal, and the degree of the worker's satisfaction of his labor» [3].

Novocherkasskii state district power station (NSDPC), where we have made our research, - thermal electric power station in the settlement Donskoi near Novocherlassk of Rostov region of South Federal district. NSDPC is the main source of electric energy generation in Rostov region, supplying the electric energy to the most industry developed part of the South –West of the, including, military facilities. Being an important strategic plant of our region, NSDPC needs highly qualified staff. The conditions of the complex and responsible activity have an impact upon power station personnel. That's why it is really an urgent need to choose the management personnel of the medium level the personnel resource using scientific psychological approach.

In our study 120 people took voluntary part, among them 76 % of men and 24 % of women. Using the analytical job descriptions we found professionally important qualities, providing success of the activity of the medium level managers of NSDPC. Then in correspondence with the particularities of the activity, reflected in job descriptions, we have identified specific for different positions professionally important qualities.

As the analysis of the workers' activity of the energy sector showed, this sphere of work is rather difficult and is performed in the specific conditions, connected to the high responsibility, shift work, realizing of the importance of the emergency situations for the region. This sphere of work is also characterized by a number of the technical factors, which negative effect upon general, somatic and emotional state of the workers.

The specific professionally important qualities for the deputy chief of the shop: the skill to analyze symbolic information, the knowledge of the professionally impor-



tant qualities, necessary for fulfilling the work in this department, the ability to quickly reveal the real causes of the accidents, emergencies, failures and etc. The specific professionally important qualities for the shift supervisor: the ability to create conditions for qualification improvement, professional growth of the other people, the skill not to lose control during the shift, independence in making decisions and decision realization. The specific professionally important qualities for the shopfloor foreman: the skill to analyze symbolic information, the ability to quickly reveal the real causes of the accidents, emergencies, failures and etc, skill to forecast fast, to foresee the results of the technological process.

The most important qualities for the professional selection are such qualities as the skill to motivate the worker to execute an order or a task, the skill to manage your own behavior under the stress situation, longing for training and self-development, persistence in goal achievement, the skill of consequent, rational processing of the operative information. We consider that one of the most important factors of the success is the context assessment of the stimulus of the labor activity. Thus, the labour activity doesn't have sense from the point of view of the realization of the cooperation and concurrence motives, at the same time collective doesn't play the role of the sphere of the interaction, but as an object having impact upon the personality. The success is oriented to the search of the personal context as a result of the labor activity, though money is not the main goal of labor achievements.

According to the received data we can make the conclusion that the same personal qualities, which influence the success in the professional activity, присущие as low successful managers as well as highly successful managers, they don't only differ by the degree of the expression, but they have different structural links and particular contents.

If we speak about portraits of highly and low successful managers of the medium level of SDPC, then the low successful managers are characterized by the emotional and communicative links with the professionally important personality qualities. The highly successful managers have the links with the professionally important personal links of the other kinds: for example, these are the links with intellectual qualities, dominance-conformity. The number of the links of the low successful managers and the highly successful managers is different: the highly successful managers have less of them. Perhaps, it is connected to the strict role of the leader in the plant, oriented rather to achieve the goal instead of the man.

The factor analysis demonstrated the difference in the structure of the interrelations of the context forming motives and incentives according to the method of Kokourina in groups of highly successful and low successful managers. In the group of the low successful managers the factor was formed by such variables as: incentive «collective» with the context forming motive «concurrence» at one pole (the factor weight is $-0,853$), and incentive «collective» with the context forming motive «cooperation» -at another pole (the factor weight is $+0,82$). This factor was interpreted as «Ego-We in the frame of the collective management». It let us judge not only about



the qualitative differences, which show themselves in highly expressed motives, but the structure of differences, reflecting links between motives. The data received during the study reveal the sphere of the relations where the context motive exists. So the low successful managers of the medium level have the incentive for their activity in the form of the relations sphere in the collective, their sense is concurrence or cooperation. The highly successful are stimulated, first of all, by the labor itself with pragmatic motive to achieve maximum efficiency, or they are stimulated by the cooperation with the others.

Our research showed that our task is of the current concern. The further studies of this problem will let us formulate standards of making qualitative professional selection and form personnel resources of all plants of the energy sector.

The Literature

1. Aboulkhanova-Slavskaya K.A. About the subject of the mental activity. – M., 1973.
2. Antsiferova L.I. Personality in difficult life conditions.// Psychological journal. – 1994. – № 1.
3. Dmitrieva M.A. Laboratory exercises of the management psychology and professional activity. - Saint-Petersbourg, 1991. - 448 p.
4. Lomov B.F. Communication and social regulation of the individual's behavior // Psychological problems of the social behavior regulation. – M., 1976.
5. Markova A.K. Psychology of the professionalism. – M.: Znanie, 1996. – 308 p.
6. Roubinshtein S.L. The bases of the general psychology. In 2 v. – V. 1. – M., 1989. – 488 p.
7. Shadrikov V.D. Activity and abilities. – M.: Publishing house «Logos», 1994. – 315 p.